

KGW(TV)
EEO PUBLIC FILE REPORT
10/01/07- 09/30/08¹

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Technology Projects Manager	1-12, 31-33	32
News Reporter	1-26, 32-33	9
Maintenance Technician	1-12, 31-33	9
Promotion Editor/Producer	1-12, 31-33	33
News Reporter	1-26, 32-33	9
Account Executive	1-12, 29-30,32-33	32
Account Executive	1-12, 29-30,32-33	32
Promotion Editor/Producer	1-12, 31-33	9
Assistant Director of Technology	1-12, 31-33	33
Internet Account Executive	1-12, 29-30,32-33	9
Dealer Support Specialist	1-12, 29-30,32-33	32
News Reporter	1-26, 32-33	26
News Photographer	1-26, 32-33	33
News Producer	1-26, 32-33	33
Technology Project Manager	1-12, 31-33	33
Maintenance Engineer	1-12, 31-33	31
News Reporter	1-12, 31-33	15
Internet News Producer	1-12, 31-33	12

¹ This report provides recruitment data collected from September 27, 2007 through September 23, 2008.

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting period
1	State of Oregon Employment Division Frank Granger 30 N Webster Street Suite E Portland, OR 97217 (503) 280-6009	N	0
2	Y.W.C.A Job Bank Kathy Carnes 1111 SW 10 th Avenue Portland, OR 97205 (503) 294-7400	N	0
3	Bureau of Indian Affairs Stanley Speaks 911 NE 11 th Avenue Portland, OR 97232-4169 (503) 231-6702	N	0
4	Urban League of Portland Howard Moriah 10 N. Russell Portland, OR 97227 (503) 280-2600	N	0
5	N.A.A.C.P. Charlene McGee 3527 N.E. 15th Avenue, #125 Portland, OR 97212 (503) 284-7722	N	0
6	NAB Employee Clearinghouse Michelle Duke 1771 N Street NW Washington DC 20036 (202) 429-5361	N	0
7	Oregon Commission for Black Affairs Everett L. Rice 800 NE Oregon Street, Suite 930 Portland, Oregon 97232-2162 (503) 731-4002	N	0
8	Oregon Association of Broadcasters Bill Johnstone 7150 SW Hampton #240 Portland, OR 97223 (503) 443-2299 www.theoab.org	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting period
9	Station website: Kgw.com 1501 SW Jefferson St Portland, OR 97201 (503) 226-5000	N	16
10	Oregonian Newspaper Deborah Hartman 1320 SW Broadway Portland, OR 97201 (503) 221-8466	N	0
11	Craigslist.com Craig Newmark PO Box 225159 San Francisco, CA 94122 5159 (800) 664-0633	N	6
12	TVJOBS.com Mark Holloway P.O. Box 4116 Oceanside, CA 92052 (800) 374 -0119 ⁸⁰⁰	N	7
13	The National Association of Hispanic Journalists Kevin Olivas 1000 National Press Building 529 14 th St., NW Washington, DC 20045-2001 (202) 662-7483	N	0
14	Asian American Journalists Assn. Albert Lee 1182 Market Street Suite 320 San Francisco, CA 94102 (415) 346-2051	N	0
15	MediaLine Mark Shilstone Box 51909 Pacific Grove, CA 93950 (800) 237-8073 medialine@medialine.com	N	1
16	Lostremote.com Cory Bergman Seattle WA	N	0
17	California Chicano News Media Association 300 S Grand Ave # 3950 Los Angeles, CA 90071 (213) 437-4408	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting period
18	RTNDA Carol Knopes 1025 F Street NW 7 th Floor Washington DC 20004 (202) 659.6510	N	0
19	TVnewsgigs.com Stacey Chaloux 318 SE Jackson Lee's Summit, MO 64063 (816) 267 0316	N	0
20	National Association of Black Journalists Ryan Williams University of Maryland 8701-A Adelphi Road Adelphi, MD 20783-1716 (301) 445-7100	N	0
21	Media-Match.com 714 Nth La Brea CA 90038 323 284 5589 www.media-match.com	N	0
22	Mediabizjobs.com John Stipe PO Box 95915 Seattle, WA 98145 406.558.4696	N	0
23	TVSpy.com Jobs@tvspy.com Vault .com Inc. 150 W. 22 nd St., 5 th Floor New York, NY 10011 (212) 242 2093	N	0
24	Productionhub.com 801 W. Fairbanks Ave. Winter Park FL 32789 (877) 629.4122	N	0
25	Creativehotlist.com Patrick S. Coyne 110 Constitution Ave Menlo Park CA 94025 (650) 815-4290	N	0
26	Frank Magid and Associates One Research Center Marion, Iowa 52302 (319) 377-7345	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting period
27	The Art Institute of Portland 1122 NW Davis Street Portland, OR 97209 Barry Wall (503) 382-4758	N	0
28	Promax.org 2029 Century Park East, Suite 555 Los Angeles, CA 90067-2906 (310) 788.7600	N	0
29	Spots N Dots April Causey 167 Oakdale Road Johnson City; NY 13790 (888) 884-2630	N	0
30	TVB.org Hope Etheridge 3 East 54 th Street New York, NY 10022 (212) 486-1111	N	0
31	Society of Broadcast Engineers Scott Jones 9247 North Meridian Street, Suite 305 Indianapolis, IN 46260 (317) 846-9000	N	3
32	Word Of Mouth Referrals	N	21
33	Internal Posting/Candidate	N	9
TOTAL INTERVIEWEES OVER REPORTING PERIOD:			64

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in job fair	The station participated in the Mount Hood Community College job fair on May 7, 2008. Station participants included Human Resources Director.
2	Participate in job fair	The station participated in the Portland State University job fair on February 13, 2008. Station participants included Human Resources Director.
3	Participate in job fair	The station participated in the Unity Conference in Chicago IL July 23-27, 2008. Station participants included the Executive News Director
4	Participate in job fair	The station participated in the Portland Community College, Cascade Campus job fair on May 6, 2008. Station participants included Human Resources Director.
5	Events or programs sponsored by educational institutions relating to broadcast careers	The station participated in a Journalism seminar through Washington State University on September 23, 2008. Station participants included President and General Manager.
6	Events or programs sponsored by educational institutions relating to broadcast careers	The station hosted a Senior from Hillsboro High School through the School to Work program on March 19, 2008. The student participated in the newsroom activities of the day.
7	Events or programs sponsored by educational institutions relating to broadcast careers	The station hosted a Senior from Canby High School through the School to Work program on May 22, 2008. The student participated in the newsroom activities of the day.
8	Events or programs sponsored by educational institutions relating to broadcast careers	In November, 2007, Executive News Director moderated a panel discussion about the broadcast industry at the Youth Leadership Conference at Clark County Community College.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
9	Internship program	During Spring 2008, the station hosted a college intern from New Avenues for Youth – a local organization dedicated to providing education and opportunities to at-risk teens and young adults. The intern worked in the news department.